



GENDER ACTION PLAN

Karachi Neighborhood Improvement Project (KNIP)

Introduction:

A Gender Action plan (GAP) is a key gender mainstreaming tool. The purpose of GAP is to increase women participation and to provide maximum benefits of the project to women. A GAP should always be realistic with clear targets and achievable goals.

KNIP is a four-year joint project of Planning and Development Department Govt. of Sindh and the World Bank. The objective of the project is to enhance public spaces in target neighborhoods of Karachi and to improve city's capacity to provide selected administrative services. The project has three major components. According to the Project Appraisal Document of the project, a Gender Action Framework must be developed to ensure maximum benefits to the women in all three components of the project.

During a WB mission, it was decided that Gender Specialist will develop a draft Gender Action Plan and share with Social Development Specialist of the WB for review and approval. This GAP has been developed by keeping in mind the overall objective of the project. The Gender related initiatives have been proposed as realistic and achievable targets under all three major components of the project. This GAP ensures women participation in all stages of sub-projects i.e. Planning and design phase, Construction phase and Operational Phase.

One of the important aspects of the GAP is it focuses both Practical Gender Needs (PGNs) and Strategic Gender Needs (SGNs) of women. PGNs are those needs which are easy to identify and can easily address without any resistance such as in case of KNIP need of public toilets of women. SGNs are those need which cannot be easily identify and difficult to address such as sexual harassment in public spaces. In this GAP few initiatives have been suggested to curb this social crime by suggesting installation of emergency calling booth in public parks and bus stops of the vicinity of KNIP sub-project areas.

All the women-friendly initiatives which are proposed in the GAP will be ensured by developing checklists which will be designed separately for each sub-project. These checklists will be shared with the consultants such as women friendly design related checklist will be shared with design consultant before preparing design of sub-projects to ensure that all initiatives which are suggested in GAP are included in design.

Project Development Objective(PDO): To enhance public spaces in targeted neighborhoods of Karachi, and improve the city's capacity to provide selected administrative services						
Project Components	PDO-level Results Indicator	Core Principle	Activities	Priority¹	Time Frame²	Responsibility
Component 1: Public Space and Mobility Improvement in Selected Neighborhoods Sub Component: 1.1: Redevelopment of Saddar Downtown Area	Participants in consultation activities during Project screening, execution, and post execution-female	Inclusion of voice of women, youth, transgender, minorities and other vulnerable group of society being directly and indirectly affected	Ensure 50% of women and other vulnerable groups ³ representation during Stakeholders' consultations with community members	High	Planning and Design Phase Construction Phase Operational Phase	PIU-Gender & Social Development Specialists
			Ensure in all other stakeholders' consultations ⁴ women will be consulted,	High		

¹ The activities are divided into High, Medium and Low priority. The activities which are directly related to the objectives of the project are in high priority. The activities which are important and to some extent related to the project objectives are in Medium Priority. The activities which help to create gender sensitization and capacity building but not directly related to the objectives of the project are in low priority.

² It is difficult to mention exact time line for each activity as all activities in GAP are linked with other project activities, for e.g. gender friendly initiatives in public spaces will be done when civil work in public spaces will be started. However, estimated time lines are mentioned in time frame Colum.

³ The representation of women will ensure that all group of women include in consultations such as homemakers/housewife, working women (business and employed) literate and illiterate. Beside this, presentation of other vulnerable groups will also be ensured such as minorities and elderly.

⁴ Consultation with KMC, DMC, Utilities agencies, elected representatives, Govt. Officials

Sub Component: 1.2: Malir Area Road and Public Enhancements Subcomponent 1.3 Korangi Neighborhood Mobility Improvements			wherever they are available such as Business Community and Govt. Officials			
			Ensure wherever available youth, transgender, minorities and other vulnerable groups of society will be included in stakeholders' consultations	High		
			Ensure 20% representation of women and vulnerable group in GRM Committee	High		
	Increase in number of merchants or vendors stalls in improved public spaces-female	Women Economic Empowerment	Ensure allocation of 50% of kiosk for women, elderly and specially abled at Student Piazza	Medium	Planning and Design Phase Operational Phase	PIU- Urban Design, Gender & Social Development Specialists
	People provided with improved urban	Increase Access and mobility	Ensure in Parking Piazza 10 % of parking space will be reserved	Medium	Planning and Design Phase	PIU- Urban Design, Senior Engineer, Gender & Social

	living conditions (of which female)		for women's driver.		Operational Phase	Development Specialists
			Ensure ramp for wheel chairs and walking tracks in all public parks	High		
			Ensure allocation of 30% of all public toilets for women encapsulating all the major needs such as Baby Changing Rooms, Dustbin with Lid, Menstruation Hygiene Management (MHM) Kit etc.	High		
			Ensure separate toilets for especially abled people.	High		
			Ensure Play Area for children with appropriate and safe play equipment in all public parks.	High		

	Beneficiaries that feel project investments reflect their needs-female	Safety and Security	Ensure road safety for pedestrians, women and children, by taking various measures such as pelican crossing and installation of proper road signs	High		PIU- Urban Design, Senior Engineer & Gender Specialists
			Ensure separate section for women in Public Bus stops with proper lighting & comfortable seating arrangement	Medium		
			Ensure waste bin at public places will be installed in gender friendly manner which means with appropriate height, light and at secure place	High		

			Ensure installation for emergency calling booth at bus stops & public parks	Medium		
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Project Component 2: Support to improved Administrative Services and City Capacity Development	PDO-level Results Indicator	Core Principle	Gender related Target/ Activity/ Action	Priority	Time Frame	Responsibility
Subcomponent 2.1: Automation of Construction Permits and business registration in Karachi	Beneficiaries that feel project investments reflect their needs	Increase Access & mobility	Ensure Gender friendly office lay out at SBCA, Single Window Facilitation Centre by taking various measures such as ramp for wheel chairs, separate multi-purpose areas (baby feeding and prayer) and wash rooms for men and women both for staff and customers	Medium	Planning and Design Phase Construction Phase Operational Phase	PIU- Urban Design, Senior Engineer & Gender Specialists

			Ensure 30% women will be hired as counter staff at SBCA, Single Window Facilitation Centre	High	Operational Phase	Gender Specialist
			The wash rooms for women encapsulating all the major needs such as Baby Changing Rooms, Dustbin with Lid, Menstruation Hygiene Management Kit (MHM) etc.	High	Operational Phase	PIU- Urban Design, Senior Engineer & Gender Specialists
			Separate toilets for especially abled people	High	Planning and Design Phase Construction Phase Operational Phase	
			Two designated public dealing counter for women and specially abled	High	Operational Phase	Gender Specialist

			persons with female and specially abled service providers.			
			Two designated counters for senior citizens	High	Operational Phase	Gender Specialist
		Safety & Security	Ensure notification of committee according to the requirement of "Protection against Harassment of women at the Workplace Act 2010" in SBCA, SBOI, EOBI Excise and taxation, Industries, SESSI, Karachi Chamber of Commerce offices	Medium	One time	PIU-Gender Specialist
		Increase Knowledge and skill	Ensure participation of female staff in all technical trainings for SBCA	Medium	In every training	PIU-Gender Specialist
			Arrange awareness Session for SBCA, EOBI, SBOI,	Low	One time	PIU-Gender Specialist

			Excise and taxation, Industries, SESSI, Karachi Chamber of Commerce on “Protection against Harassment of <i>women</i> at the Workplace Act, 2010”.			
			Arrange Capacity Building Session for SCBA, SBOI, Excise and taxation, Industries, SESSI, Karachi Chamber of Commerce Committee members of Protection against Harassment of <i>women</i> at the Workplace Act, 2010	Low	One Time	

Subcomponent 2.2: Laying the foundations for better city management		Inclusion of voice of women and other vulnerable group of society	Ensure representative sample (at least 30%) of women in a survey which will conduct by KMC to assess potential tax base.	Medium	One time	PIU-Gender Specialist
			Ensure Participation of women in public awareness and outreach program which will be conducted by KMC for city program and activities.	High	In all campaigns	
		Safety & Security	Notification for committee according to the requirement of “Protection against Harassment of women at the Workplace Act 2010” in KMC	Low	One time	PIU-Gender Specialist
		Increase Knowledge and skill	Ensure participation of female staff of KMC in all	Medium	In all trainings	

			technical trainings.			
			Ensure Gender Responsive Budgeting (GRB) will be part of capacity building initiatives for KMC staff	Low	One time	
			Arrange Capacity Building Session for KMC Committee members of "Protection against Harassment of <i>women</i> at the Workplace Act, 2010"	Low	One time	

Project Component	PDO-level Results Indicator	Core Principle	Gender related Target/ Activity/ Action	Priority	Time Frame	Responsibility
3: Support to Implementation and Technical Assistance	A shared vision Karachi transformation endorsed by the KTSC	Increase Knowledge and skill	Ensure participation of female staff in internal audit training	Medium	One time	PIU-Gender Specialist
		Inclusion of voice of women and other vulnerable group of society	Ensure participation of female respondents in parking management study	Low	One time	PIU-Gender Specialist
<p align="center">Collaboration of Gender Specialist with others department of PIU</p> <p>Design: Ensure Women friendly public spaces.</p> <p>Communication: Ensure Women safety and security awareness -related initiatives in communication strategy of KNIP</p> <p>Environment: Ensure Women related issues are addressed in ESMP.</p> <p>Resettlement: Ensure effected Households headed by women and priorities them for compensation as per RPF policy.</p> <p>Engineering: Ensure all women friendly design initiatives are implemented during construction.</p>						

Collaboration of KNIP with Govt. Departments and Civil Society

Following organizations have been identified to explore coordination and implementation in regard of women safety at public places.

- KMC
- DMC
- Women Development Department, GoS
- Social Welfare Department, GoS
- Sindh Commission on Status of Women
- CPLC
- Madadgar
- Aurat Foundation